

NORTH PERTH PUBLIC LIBRARY

Operational Policy

OP-05 Code of Conduct



POLICY PURPOSE

All who enter North Perth Public Library (NPPL) physical spaces have the right to use the space with the goal of feeling welcome and safe.

This policy outlines the behaviour expectations in the public library spaces and aligns with community and municipally adopted policy.

KEY POINTS SUMMARY

- The NPPL subscribes to the community model of Respect & Responsibility through the RZone policy
- RZone prescribes actions of responsibility for breaches of respect for aggressive, illegal or harassing behaviours and/or property infractions.
- Bans will be issued according to the outlined strategy for up to 3 years.
- Staff are trained to identify and act on breaches of the RZone.
- Reports are submitted to the Library CEO and Municipality and apply to all Library Branches.

DEFINITIONS

RZone: The “R” of RZone stands for Respect and Responsibility – Respect for Yourself; Respect for Others; and Responsibility for your Actions.

POLICY DETAILS

The North Perth Public Library Board adopts the Municipality of North Perth's *Respectful Workplace Policy* (adopted January 2024 Res 401.08.23) as attached.

This policy outlines what is considered inappropriate behaviour, actions employees can take, incident reporting measures and the appeal process.

RELATED DOCUMENTS

- Municipality of North Perth Respectful Workplace Policy
- Municipality of North Perth Workplace Violence and Harassment Policy
- [OP-07 Unattended Children Policy](#)
- [Accident Reporting Form – Employee/Volunteer/General Public](#)
- [Violence or Harassment Complaint Form](#)

SCOPE

This policy applies to the NPPL Board, staff, patrons, visitors, and volunteers.

Approved by the Library Board: March 2014, April 14, 2026

Revised: June 2018, June 2021, Mar 202, May 2025, March 2026